

April 15, 2011

William Clark
President
Association of Legal Professionals
c/o City Attorney's Office
200 E. Santa Clara Street
San Jose, CA 95113

RE: Negotiation Mediation

Dear Mr. Clark:

Per our discussion with your negotiating team on Thursday April 14th, the City and the Association of Legal Professionals (ALP) have reached impasse on negotiations on a successor agreement. Per Section 23 of the Employer-Employee Relations Resolution No. 39367, the parties have agreed to engage in the confidential mediation process. Accordingly, we have secured a mediator, Ken Glenn, from the California State Mediation and Conciliation Service to join us for our previously scheduled meeting on Thursday, April 21, 2011, at 1:30 p.m.

We would like to note that, notwithstanding that we are at impasse, the City recognizes and appreciates ALP's efforts to reach a mutual agreement. Please note that impasse does not preclude the City and ALP from reaching a mutual agreement, and we are hopeful that mediation may help in this process. The issues we are trying to work through are difficult for both the City and ALP, and we appreciate ALP's continued efforts during the negotiations.

Please let me know if you have any questions.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: Vera Todorov, ALP Vice President
Brian Doyle, ALP Negotiation Team Member
Michael Dodson, ALP Negotiation Team Member
Barbara Jordan, ALP Negotiation Team Member
Charles Sakai, City Negotiation Team Member
Marco Mercado, City Negotiation Team Member